

Component 4.3

Measure 3: Satisfaction of Employers and Employment Milestones

To measure employer satisfaction with the hired completers, we developed instrument IP-12. One issue we have found is that the addresses published for certain public schools (of the PRDE) are outdated and mail is returned unopened. Another problem is that employers choose not to respond to the survey for reasons unknown to us at TEP. Even though results for employer satisfaction as collected in IP-12 are not yet available, TEP places much value and confidence in the questionnaire that completers fill out when applying to PCMAS, the Teacher Certification Test. Especially relevant are:

- Question 9: *Indicate the years of experience you have as a teacher*
- Question 26: *At the moment of applying for this test, do you work as a teacher in public or private school?*

Answers to these two questions show that completers from IAUPR-MC have obtained teaching jobs even before taking PCMAS. As seen in Table 4.4.1, in 2017-2018, 63% of completers retained teaching jobs. Of these, 28% have held those jobs for more than 5 years. In 2016-2017, 67% had retained teaching jobs. Of those, 24% have held those jobs for more than 5 years. TEP can reasonably suggest that completers from TEP are capable teachers that are employable and are capable of holding their jobs for more than 5 years.

These questions notwithstanding, we are continuing our efforts to contact completers from academic years 2016-2017 and 2017-2018, and future cohorts, to have a better picture of the trends in employer and completer competencies perceptions. In reference to promotions and other milestones, for academic year 2017-2018 many of our TEP completers had been working for less than a year. Therefore, they will not have any promotions as of yet. We track for milestones after the first 2 years in the work force.

In the same PCMAS questionnaire, questions 15 and 16 refer to completer perceptions of the education they received and their competencies in the teaching profession.

- Question 15 asks, *“How do you perceive the competence and understanding that you have acquired on the subject or level you intend to teach?”*
- Question 16 asks, *“How adequate do you consider the education received in courses taken in the faculty, department, or pedagogic or education program?”*

Upon examining the answers for question 15, in both academic years, 2017-2018 and 2016-2017, 100% of completers affirmed they perceive themselves as competent teachers that understand the subject and level they intend to teach; the answers in 2017-2018 ranged from 62% highly adequate, 29% very adequate, and 9% adequate. In 2016-2017 the answers ranged from 64% highly adequate, 31% very adequate, and 5% adequate. Upon examining the answers to question 16, in both academic years, again 100% of completers consider the education they received as ranging from highly adequate to adequate. In 2017-2018, 61% of completers found the education received is highly adequate, 28% very adequate, and 11% adequate. In 2016-2017, 62% of completers perceived the education received as highly adequate, 25% very adequate, and 13% adequate (see Table 4.4.1).

Table 4.4.1

External measure results from PCMAS referring to completers' satisfaction for years 2017-2018 and 2016-2017

Questions	2017-2018		2016-2017			
Q9	Indicate the years of experience you have as a teacher.					
	FREQUENCY	PERCENT	FREQUENCY	PERCENT		
None	17	37%	18	33%		
Less than 1 yr	3	7%	4	7%		
1 to 2 yrs	4	9%	13	24%		
3 to 5 yrs	9	20%	7	13%		
More than 5 yrs	13	28%	13	24%		
	46	100%	55	100		
Analysis	No Experience as a teacher	37%		33		
	Experience as a teacher	63%		67		
Q15	How do you perceive the competence and understanding that you have acquired on the subject or level you intent to teach?					
Highly adequate	28	62%	35	64%		
Very adequate	13	29%	17	31%		
Adequate	4	9%	3	5%		
Somewhat adequate	0	0%	0	0%		
Inadequate	0	0%	0	0%		
	45	100%	55	100%		
Analysis		100%		100%		

Questions	2017-2018		2016-2017			
Q16	How adequate do you consider the education received in courses taken in the faculty, department, or pedagogic or education program?					
Highly adequate	28	61%	34	62%		
Very adequate	13	28%	14	25%		
Adequate	5	11%	7	13%		
Somewhat adequate	0	0%	0	0%		
Inadequate	0	0%	0	0%		
	46	100%	55	100%		
Analysis		100%				
Q17	How do you evaluate your clinical experiences?					
Highly adequate	31	69%	39	75%		
Very adequate	8	18%	10	19%		
Adequate	5	11%	3	6%		
Somewhat adequate	1	2%	0	0%		
Inadequate	0	0%	0	0%		
	45	100%	52	100%		
Analysis		98%		100%		
Q19	In general term, how satisfied do you feel with the preparation received as a teacher					
Highly satisfied	26	58%	31	56%		
Very satisfied	10	22%	17	31%		
Satisfied	8	18%	7	13%		
Somewhat satisfied	1	2%	0	0%		
Dissatisfied	0	0%	0	0%		
	45	100%	55	100%		
Analysis		98%		100%		
Q 26	At the moment of applying for this test do you work as a teacher in a public or private school?					
Public	13	28%	18	33%		
Private	13	28%	14	26%		
Not working	20	43%	22	41%		
	46	100%	54	100%		
	Working	56%		59%		
	Not working	44%		41%		
		100%		100%		